

U.S. ARMY CONTRACTING AGENCY



Base Closure and Realignment



HQ, ACA ISO 9001:2000 CERTIFIED

The Start of the Journey





Objectives

- Big picture overview of post BRAC decision
- Provide Human Resource information
 - Allow employees to make informed decisions
 - Relevant to organizational moves under BRAC





Overview of post-BRAC

- BRAC Directed Actions
 - Actions explicitly defined in the BRAC Commission Report
- Discretionary Actions
 - Actions that remain after the BRAC directed actions have been considered
(i.e., organizations not identified specifically by a directed action)



BRAC Directed Actions

Organization	Relocate to	E-Date
HQ ACA	Fort Sam Houston	4/1/2010
HQ E-Commerce (ITEC4)	Fort Sam Houston	4/1/2010
HQ ACA SR	Fort Sam Houston	7/1/2011
HQ ACA NR	Fort Eustis	7/1/2011



Discretionary Moves Pending Approval

Organization	Relocate to	edate
ITEC4 (IT)	Fort Belvoir	4/1/2010
SRCC-E	Fort Sam Houston	7/1/2011
SRCC-E	Fort Bragg	7/1/2011
USACC-SWA	Shaw AFB	10/1/2010



BRAC

- Planning factors used in the BRAC process
 - Move of an organization occurs over two year period
 - 20% moves first year, 80% moves second year
- Move windows will likely be less than the 2 year planning factor
- Funding decision in March will determine whether BRAC 2008 money is available to accommodate organizations moving in 2010
- All recommendations will be implemented by 2011



BRAC Joint Basing

- Bases identified in near proximity to each other that will employ concept
- Assign lead Service responsible for managing installation functions of the joint base to include contracting
- Lead Service not necessarily locked into using it's own tenant organizations to perform installation functions
- Twelve locations identified to implement Joint Basing concept that will in turn involve seven Army installations

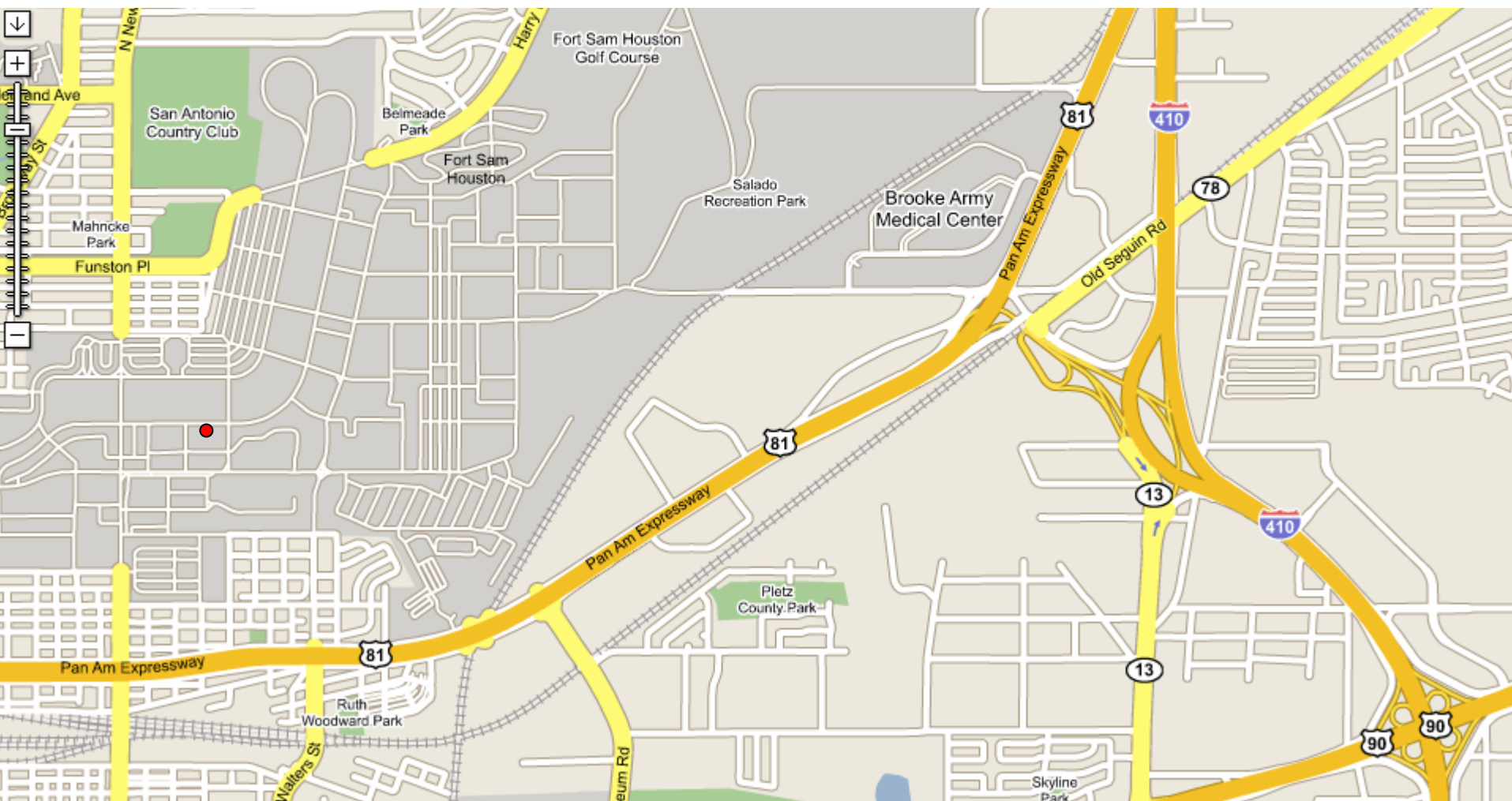


Army Installations-Joint Basing

Installation	Lead Service	edate
Fort Myer	Army	4/1/2010
Fort Lewis	Army	4/1/2010
Fort Story	Navy	7/1/2008
Fort Dix	Air Force	4/1/2010
Fort Sam Houston	Air Force	4/1/2010
Fort Richardson	Air Force	4/1/2010
Fort Eustis	Air Force	4/1/2010



Preliminary Identification of Building Location – Fort Sam Houston





Preliminary Identification of Building Location – Fort Sam Houston





Real Estate Timelines for Fort Sam Houston

- Lead time required to allow for refurbishment of space designated for re-occupation by BRAC organizations
- Funding for refurbishment has to be available at least 2 years in advance of the occupation date
 - Allows Fort Sam Houston to get the building renovation on contract
 - Allows contractor to complete work prior to incoming organization's arrival



Current BRAC Challenges

- Many interpretations of what “e-date” signifies with no common understanding established yet
 - Date beneficial occupancy begins?
 - Date entire TDA at new installation?
- Currently a significant shortfall in the amount of BRAC funding required to accomplish all BRAC actions--may become a significant factor and could effect previous BRAC planning timelines
- Army just beginning to analyze synchronization of moving organizations and the cascading effect it has



Competition for Future MILCON Funding

- The implementation of BRAC and any associated unfunded MILCON will likely compete against Integrated Global Positioning and Basing Strategy and the implementation of the Army Modernization Force structure for available MILCON
- This concludes the overview of recent installation-related developments since the BRAC decision became law on 9 November



Type of Move

- Transfer of Function (TOF) Definition:
 - Movement of a function to a different competitive area or geographic location where the function is not currently performed
- Transfer of Work (TOW) Definition:
 - Movement of an employee and position to a new organization structure when an organization change occurs
 - Movement of function to a different competitive area or geographic location where the same type of work is currently performed

NOTE: Could change if NSPS is implemented prior to move



Annual Leave Restoration Benefit

- BRAC employees authorized to carry over leave in excess of 240 hours
 - Exceptions
 - Employees designated to remain in current commuting area
 - BRAC discretionary moves may not be eligible (awaiting additional guidance)
 - Automatic for qualified employees
 - Effective on BRAC approval – November 9, 2005
 - Lump sum payment occurs and eligibility ceases:
 - At time of movement
 - When an employee leaves the BRAC organization
 - When the employee is designated to remain in commuting area



Locality Pay

- Locality pay is based on duty location
- Reductions cannot be offset by retained pay
- Cost of living savings offset the decrease
- Example:

Washington, DC to Fort Sam Houston, TX	
2006 Estimate Based on CNN Cost of Living Calculator	
http://cgi.money.cnn.com/tools/costofliving/costofliving.html	
Locality Pay	4.98% lower
Groceries	26.701% lower
Housing	53.958% lower
Utilities	22.459% lower
Transportation	19.493% lower
Healthcare	17.21% lower



Your Choice

- Three choices
 - Accept movement
 - Decline movement
 - Separation





Entitlements under TOF or TOW

- **Accept movement with organization**
 - House Hunting Trip (HHT)
 - Round trip travel up to 10 days for employee and spouse
 - Separate trips authorized if cost is equal to or less than concurrent travel
 - Temporary quarters subsistence expense (TQSE) authorization is reduced by HHT days
 - Not authorized until date of transfer is established
 - Permanent Change of Station (PCS) Reimbursement
 - Travel and transportation costs
 - Per diem for employee and dependents for duration of travel
 - Per diem rates vary depending on concurrent travel
 - Driving privately owned vehicle (POV)
 - Mileage reimbursement
 - Parking fees and tolls



Entitlements under TOF or TOW

- **Accept movement – continued**
 - Movement of household goods
 - 18,000 pounds
 - 90 days of temporary storage with 90 day extension
 - Temporary Quarters Subsistence Expense (TQSE)
 - Temporary quarters while waiting for permanent housing
 - Initial 60 days with 60 day extension
 - Covers lodging, meals/groceries, laundry, dry cleaning, tips and fees related to lodging & meals
 - Receipts required for lodging, laundry (not coin-operated), dry cleaning and expenses over \$75
 - Based on standard CONUS per diem rate



Entitlements under TOF or TOW

- **Accept movement – continued**
 - Real Estate Expense
 - Certain expenses incurred in connection with
 - Sale of residence
 - Settlement of unexpired leases
 - Purchase of new residence
 - Must occur within two years of move
 - Defense National Relocation Program (DNRP)
 - Under Army policy DNRP is entitlement under BRAC
 - Assists in prompt relocation minimizing possible family separation
 - Army Corps of Engineers administers contract



Entitlements under TOF or TOW

- **Accept movement – continued**
 - DNRP Initial Counseling
 - Assists in selecting, planning and scheduling relocation services
 - Provides procedures for requesting Government-paid and free relocation services
 - Assists in preparing and listing home for sale
 - Arranges for real estate firms in new location to provide information
 - Communities, Schools, and Housing
 - Assigns a Destination Counselor at new location
 - Assists in locating temporary quarters
 - Assigns a Specialist when order is received from National Program Relocation Office
 - Relocation Specialist for Guaranteed Homesale Service (GHS) or
 - Home Management Coordinator for Property Management (PM)



Entitlements under TOF or TOW

- **Accept movement – continued**
 - DNRP Marketing Assistance
 - Designed to assist in active marketing
 - Obtain the highest price possible with goal of obtaining a net amount greater than the appraisal value under the GHS
 - Relocation Specialist assigned will
 - Recommend brokers
 - Analyze marketing strategies and make suggestions
 - Assist in setting a realistic list price
 - Identify repairs/improvements to expedite the sale



Entitlements under TOF or TOW

- **Accept movement – continued**
 - DNRP Guaranteed Homesale Service (GHS)
 - Alternative process relieves employee of:
 - Burden of selling home
 - Waiting for sale to close
 - Submitting vouchers for reimbursement of real estate expenses
 - DNRP contractor will purchase home at current market value bases on appraisals or market-based offer
 - Maximum home value is \$750K (can be waived)
 - Employee responsible for all applicable taxes



Entitlements under TOF or TOW

- **Accept movement – continued**
 - DNRP Guaranteed Homesale Service (GHS) continued
 - Residence Eligibility
 - Located CONUS or US territories or possessions
 - House, townhouse, or condominium
 - » Mobile homes, houseboats, or others not permanently affixed or located on land owned by employee and cooperative housing are ineligible
 - Residence employee commuted to and from on a regular basis at time of official notification of transfer
 - Titled to employee or eligible dependent
 - Improved real estate, owned and used as principle residence
 - Insurable
 - Conform to building code requirements
 - Free of hazardous conditions



Entitlements under TOF or TOW

- **Accept movement – continued**
 - Home Marketing Incentive Payment (HMIP)
 - Only in conjunction with DNRP
 - Requires Director ACA approval
 - Incentive to encourage employees to aggressively market and find a bona fide buyer
 - Significantly reduces government relocation costs
 - Paid from activity funds if independent marketing efforts locate a bona fide buyer
 - DNRP Destination Services
 - No-fee provision of DNRP contract
 - Available at no charge to all DoD Civilians
 - Destination Counselor assigned to assist in:
 - Making wise buying, mortgage, or renting choices
 - Planning and scheduling house hunting trips
 - Obtaining qualified real estate services



Entitlements under TOF or TOW

- **Decline movement with organization**
 - Restoration of annual benefit applies
 - Optional Retirement
 - Request annuity estimate from ABC-C – 1-877-276-9287
 - Priority Placement Program (PPP)
 - Maximum placement assistance
 - Separation through no fault of employee
 - Match results in mandatory placement when employee is well-qualified
 - Priority 2
 - Outside commuting area PCS costs will be paid
 - Registration only for areas closer than declined location
 - Voluntary registration with the exception of those receiving severance pay (mandatory)



Entitlements under TOF or TOW

- **Decline movement - continued**

- Re-Employment Priority List (RPL)

- DOD-wide preference over external applicants
 - Same commuting area
 - Two year eligibility
 - Registration terminates
 - Separation for other than transfer
 - Acceptance of permanent appointment
 - Declination or failure to respond to written inquiry or interview
 - Cannot be contacted
 - Separate from PPP requires a separate application

- Army Career and Alumni Program

- Job search services
 - Assistance with resume writing
 - Workshops for civilian workforce
 - One-on-One assistance for reviewing career choices



Entitlements under TOF or TOW

- **Decline movement – continued**
 - Interagency Career Transition Assistance Plan (ICTAP)
 - Federal Government-wide preference over internal applicants
 - Same commuting area
 - If one or more well qualified ICTAP applicants, agency cannot hire externally
 - No automated registration
 - Must apply for individual job vacancies
 - Provide separation or SF50 showing separation
 - At or below current or separated grade
 - Use www.usajobs.opm.gov to search for vacancies
 - Eligibility expires
 - One year after separation
 - Upon acceptance of any permanent position at any grade at any Federal agency



Entitlements under TOF or TOW

- **Decline movement – continued**
 - Job exchange
 - Same grade
 - Employee reassigning to a moving or closing installation is eligible for optional or discontinued service retirement on or before movement or closure date
 - Administered through the DoD PPP Program
 - Closing and non-closing installations must agree
 - Closing installation responsible for PCS costs for both
 - Written agreement to remain until released by the closing installation
 - Position must last for at least 12 months
 - Apply for positions with other Federal agencies
 - Employees take the lead
 - Search Civilian Personnel On-Line (CPOL) and USAJOBS



Entitlements under TOF or TOW

- **Decline movement – continued**
 - DoD-OPM Interchange Agreement
 - Movement between AF and NAF
 - Eligibility:
 - Serving on appointment without time limitation or involuntarily separated within 1 year
 - Served continuously for at least 1 year
 - Meet qualifications
 - Appointed without more than a 1 day break or separated within 1 year
 - Applies to all Federal competitive appointments
 - Portability of Benefits between AF and NAF
 - Workforce Investment Act
 - Department of Labor funded
 - Provides retraining and readjustment assistance
 - Assistance provided through state employment agencies
 - Employees must apply for assistance



Entitlements under TOF or TOW

- **Separation**

- Restoration of annual leave benefit applies
- VSIP – Downsizing or Restructure
 - Employment Restrictions
 - DoD for 12 Months
 - Any Federal Agency for 5 years without full VSIP repayment
 - Includes personal services contracts
- VERA
 - If voluntary separation would reduce the number of employees involuntarily separated
 - 50 years with 20 years of service
 - Any age with 25 years of service
 - CSRS reduction of 2% for every year under age 55
- Unemployment compensation
 - Eligibility and timeframes are state dependent



Entitlements under TOF or TOW

- **Separation - continued**

- Severance Pay
 - TOF or TOW employees generally ineligible for severance pay
- Outplacement Assistance
 - Normally provided at installation level through HRO or transition centers
 - May include
 - Career transition or remedial training
 - Contractor placement services
 - Administrative support
 - Career counseling
 - Career interest and assessment tools
- Outplacement Subsidy
 - Employee accepts non-DoD Federal employment in another area
 - DoD reimburses new agency up to \$20K of moving expenses
 - Employees must apply for vacancies and advise gaining agency of the availability of the subsidy



Entitlements under TOF or TOW

- **Separation - continued**
 - Extended employment
 - Obtain voluntary retirement eligibility
 - Continuation of FEHB into retirement
 - Must have sufficient annual leave to attain eligibility
 - Carried in annual leave status beyond scheduled separation date
 - Must retire immediately on eligibility date
 - Cannot use sick leave for this purpose
 - Waiver of FEHB minimum requirement
 - Five years of coverage required to continue into retirement
 - May be eligible for waiver if enrolled in FEHB since Oct 1 of current FY and
 - Receive VSIP
 - Take VERA or
 - Discontinued Service Retirement



Road Ahead

- Additional briefings
- Written information (i.e. Q & A's)
- Websites
- More Information on Assistance Programs
- Individual Counseling
- Update Implementation Plan
- Survey Workforce Regarding Intent to Move
- Finalize ACA organizational structure



Websites

- Army Employment:
 - <http://acpol.army.mil/employment>
- Federal Employment:
 - <http://www.usajobs.opm.gov>
- Priority Placement Program:
 - <http://www.cpms.osd.mil>
- Army Career and Alumni Program:
 - <http://www.acap.army.mil>
- Assistance for DoD Civilian Employees:
 - <http://www.cpms.osd.mil>
- Displaced Employee Guide:
 - <http://www.cpms.osd.mil/care/docs/deguide.pdf>
- ACA Website with BRAC Information:
 - http://aca.saalt.army.mil/ACA/Community/brac_planning.html



Suggestions

- Review options
- Discuss options with family
- Prepare or update your resume
- Attend briefings
- Regularly check related internet sites
- Review options again
- Ask questions
- Start researching NOW



Questions

Submit to ACA email address

acabracinfo@hqda.army.mil

- Link also on ACA website under BRAC Information in the Resources Library
- Responses will be coordinated and addressed:
 - At future meetings or
 - In written communications
 - Published in Frequently Asked Questions on webpage



You hold the key

